

Nebraska Workforce Development Board

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The Cornhusker Marriott
333 S. 13th St.—Arbor Room 2
Lincoln, NE

April 8, 2016
9:30 am - Noon

Meeting Agenda

1. Call to Order Mark Moravec
2. Roll Call Jessica Brown
3. Notice of Publication Jessica Brown
4. Approval of Minutes Mark Moravec
5. Old Business
 - A. Combined State Plan Update Mark Moravec
 - B. LB 1110 Update
6. New Business
 - A. reVision—Presentation by Career Technical Education Rich Katt
 - B. Strategic Direction Committee Report Brian Deakin
 - WIOA Regional Planning Requirements
 - Nebraska Planning Region Assignment and Labor Market Info
 - Regional Plan Instructions and Timeline
 - C. System Alignment Committee Report Becky Stitt
 - Workforce System Planning Process
 - Eligible Training Provider Process
 - Infrastructure Funding
 - D. Next Board Meeting June 17, 2016, 9:30—Noon Mark Moravec
Location: Governor's Residence, 1425 H St, Lincoln, NE
7. Public Comment Mark Moravec
8. Adjournment* Mark Moravec

* Requires Motion and Vote

Nebraska

Workforce Development Board

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Nebraska Workforce Development Board Meeting Minutes February 12, 2016

Agenda Item 1: Call to Order

Chairman Mark Moravec called the Nebraska Workforce Development Board (NWDB) meeting to order on February 12, 2016, at 9:32 p.m. at the Hilton Garden Inn Downtown/Haymarket, Husker Rooms 1 & 2, 801 R Street, Lincoln, Nebraska.

Chairman Moravec introduced new board members, Jason Feldhaus and Courtney Dentlinger.

Agenda Item 2: Roll Call

Yvette Montes, Recorder, called roll and a quorum was established.

Members Present (19):

John Albin	James Hanson Jr.	Terri Ridder
Tammie Beck	Susan Martin	Bradley Schroeder
Bradley Bird	Senator Heath Mello (9:55)	Jennifer Sedlacek
Brian Deakin	Mark Moravec	Becky Stiff
John Fagot	Don Nordell	Carol Swigart
Jason Feldhaus	Courtney Phillips (10:07)	
Michael Geary	Vern Powers	
Allan Hale	Governor Ricketts (10:36)	

Members Absent (3):

Courtney Dentlinger	Michelle Olson	Lisa Wilson
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Nebraska Department of Labor Staff in Attendance:

Joan Modrell, Director - Employment & Training
Stan Odenthal, Workforce Services Administrator - Employment & Training
Yvette Montes, Administrative Assistant/Recorder - Employment & Training
Deb Andersen, Policy Coordinator - Employment & Training
Peng Li, Legal Aide - Employment & Training

Guests in Attendance:

Linda Black, Nebraska Department of Economic Development
Julie Katt, Nebraska Department of Education - Adult Education program
Vicki Bower, Nebraska Department of Education - Adult Education program
Pat Bracken, Nebraska Vocational Rehabilitation
Bob Deaton, Nebraska Commission for the Blind and Visually Impaired

Agenda Item 3: Notice of Publication

Ms. Montes announced the Notice of Public Meeting was duly published in the Beatrice Daily Sun, Grand Island Independent, Lincoln Journal Star, North Platte Telegraph, Omaha World Herald, and Scottsbluff Star-Herald in accordance with the Nebraska Open Meetings Act. Copies of the Act were available from Legal Counsel or administrative staff.

Agenda Item 4: Approval of Minutes

Michael Geary moved, and Brian Deakin seconded, to approve the minutes of the October 16, 2016 meeting. A voice vote was taken. Motion carried unanimously.

Chairman Moravec announced that meeting agendas, minutes, and handouts for the full board and any standing committees, can be found on the website at www.dol.nebraska.gov under the heading "Workforce Innovation and Opportunity Act (WIOA)".

Agenda Item 5: Old Business

A. Board Bylaws

Chairman Moravec reminded the board that bylaws were discussed at the October meeting and that those ideas were incorporated into this final version.

Two new committees, the System Alignment and the Strategic Direction, will be created. These committees can make recommendations to the board after conducting research and developing solutions. Another significant change is that members will no longer volunteer; the board chairs will make the assignments.

1. Motion to approve the bylaws as written.

Bradley Bird moved, seconded by Bradley Schroeder, to approve the bylaws as written. A roll call vote was taken. Motion carried.

FOR: (19)

John Albin	Michael Geary	Vern Powers
Tammie Beck	Allan Hale	Terri Ridder
Bradley Bird	James Hanson Jr.	Bradley Schroeder
Brian Deakin	Susan Martin	Jennifer Sedlacek
John Fagot	Mark Moravec	Becky Stitt
Jason Feldhaus	Don Nordell	Carol Swigart

AGAINST: (0)

ABSENT: (3)

Michelle Olson	Courtney Dentlinger	Lisa Wilson
Sen. Heath Mello	Courtney Phillips	

B. Board Committee Structure & Membership

Chairman Moravec asked if there were any concerns about the changes, structure, and membership of the committees. Brief discussion included comments from Director Joan Modrell.

Agenda Item 6: New Business

A. Governor's Remarks

Governor Ricketts thanked the board members for being part of this group. The Governor welcomed suggestions on workforce development from the board in

vocational and early childhood training, and any area where there is a gap and no specific person is responsible. Governor Ricketts then held a discussion with board members regarding ConAgra's move from Omaha, coordination between the Departments of Labor and Education, and how to entice workers to full the opportunities Nebraska has to offer.

B. Combined State Plan Review

Mr. Stan Odenthal provided a review of the WIOA Combined State Plan. Partners involved in Nebraska's plan include:

- Mandatory core partners- Nebraska Title I programs: Adult, Dislocated workers and Youth with oversight provided by the NDOL and administered by the three local areas; Greater Omaha, Greater Lincoln, and Greater Nebraska.
- Title II programs – Adult Education and Literacy Act operated by NDOE- Adult Education program
- Title III programs– Wagner Peyser, employment services operated by NDOL
- Vocational Rehabilitation program divided between Nebraska Vocation Rehabilitation, NDOE and the Nebraska Commission for the Blind and Visually Impaired.
- Additional partners: NDOL – Unemployment Insurance, Job for Veterans state grants, and the Trade Adjustment Assistance program; DHHS - Senior Community Service Employment program and Temporary Assistance for Needy Families; NDOE - Career and Technical Education.

There are four goals to think about and possibly expand or eliminate at the upcoming table discussion: 1) enhanced communication among plan partners, 2) strengthen alignment between education/training and industry priority/needs, 3) increase workforce participation and 4) promote self-sufficiency among low income and other disadvantaged populations.

A roundtable discussion was then held regarding the state plan, common issues with Nebraska's workforce and how to address those issues within the state's plan. Discussions included a sector strategy project in Denver assisted by Lindsey Wollsey, Senator Mello's legislative proposals, current strengths and weaknesses, and any changes needed to be made to the plan before submittal.

2. Motion to make a recommendation to the Governor for approval of the state plan by this board.

Jim Hanson moved, seconded by Micheal Geary, to make a recommendation to the Governor for approval of the State Plan by this board. A roll call vote was taken. Motion carried.

FOR: (20)

John Albin
Tammie Beck
Bradley Bird
Brian Deakin
John Fagot
Jason Feldhaus
Michael Geary

Allan Hale
James Hanson Jr.
Susan Martin
Sen. Heath Mello
Mark Moravec
Don Nordell
Courtney Phillips

Vern Powers
Terri Ridder
Bradley Schroeder
Jennifer Sedlacek
Becky Stitt
Carol Swigart

AGAINST: (0)

ABSENT: (3)

Michelle Olson

Courtney Dentlinger

Lisa Wilson

C. Next Board Meeting

Chairman Moravec confirmed the date of April 8, 2016.

Agenda Item 7: Public Comment

Chairman Moravec asked if there were any questions or comments from the public.

Agenda Item 8: Adjournment

Chairman Moravec reminded the board members of the working lunch at which graduates from Jobs for America will make a presentation by teleconference.

Michael Geary moved and Becky Stitt seconded to adjourn the Nebraska Workforce Development Board meeting. A voice vote was taken. Motion carried unanimously. Chairman Moravec declared the meeting adjourned at 11:55 a.m.

04/04/16

gp

State Goals and Strategy

Nebraska's combined plan partners have identified several interrelated strategies to achieve its strategic vision and goals. As described in the previous section, Nebraska's vision is a streamlined workforce system that meets the needs of both employers and workers. To support this vision, the plan partners developed a series of strategies to support each of the plan's four goals.

Goal 1: Nebraska *will* enhance coordination between plan partners and other key stakeholders at all stages of the workforce development spectrum to ensure jobseekers and businesses are provided highly coordinated and seamless services, reducing duplication of effort, better understanding the needs of employers and workers, and maximizing the resources available to the state's workforce partners.

- *Strategy 1: Development of common intake procedures.* The plan partners will work closely to explore, develop, test and refine common intake procedures that integrate the intake process across plan partner programs. The plan partners will look to leverage common processes and **eliminate unnecessary steps or actions**. The effort to establish a common intake will increase coordination between the plan partners **with the goal of better meeting the workforce needs of common customers**. This effort will help to identify what information is currently being collected and what should be shared to **improve the delivery of services**. Privacy laws will be regularly analyzed and observed throughout this process to ensure the protection of program participants in compliance with Federal laws.
- *Strategy 2: Development and alignment of terminology across programs.* The establishment of common terminology across programs is not only essential to a common intake, but it is also necessary to foster greater coordination among the partner programs at all stages of the service-delivery spectrum.
- *Strategy 3: Coordination of funding streams.* Nebraska's Combined State Plan is designed to serve a broad range of jobseekers and employers. To effectively serve these workforce customers, Nebraska must strategically align and utilize all of its resources in order to effectively reach all customers with appropriate levels of service and support. A significant portion of this strategy will take place throughout the Memorandum of Understanding process.
- *Strategy 4: Technological integration.* The alignment of data systems will be necessary to foster data sharing in order to provide the real-time data necessary to initiate appropriate services, assess service delivery, complete WIOA common reporting requirements, and the subsequent program refinements necessary for continuous project improvement.
- *Strategy 5: Development of policies around common subject matter in order to define protocol and provide guidance across plan partner programs.* Given the enhanced level of coordination to occur, policies will be developed that specify clear courses of actions, set clear expectations, guide decision-making and support outcomes.
- *Strategy 6: Collaborative assessment of systems to ensure continuous improvement.* As part of a coordinated approach to workforce development, the plan partners will meet regularly for planning purposes, information sharing, resource coordination and continuous workforce system improvement. Leveraging what each partner brings to the system will be key in promoting continuous improvement. Using data generated by the plan partners' individual data systems, the partners will assess progress, identify trends and gaps (negative or positive), and determine what, if any, additional strategies are necessary.
- *Strategy 7: Establishment of a Public Sector Partnership* involving each of the plan partners, to support the alignment of workforce policies, systems, and terminology within the state. Functioning as a working committee, the Public Sector Partnership will provide the shared governance, day-to-day coordination and leadership needed to guide enhanced workforce

development partnerships among public sector programs. In an effort to have the right people at the table, the partnership will continually reach out to other workforce stakeholders for inclusion.

- *Strategy 8: Coordination with local and regional areas* in order to further strengthen workforce system alignment and coordination across the State. This will include outreach and coordination with the American Job Centers, eligible training providers and local workforce programs to enhance service to employers and jobseekers, especially those who face barriers to employment and individuals with low literacy and individuals with disabilities.

Goal 2: Nebraska *will* increase workforce participation by expanding access, support and service to assessment, education, training, employment services and other forms of assistance that prepare Veterans, low-income individuals, English Language Learners, single parents, farmworkers, in-school and out-of-school youth, the unemployed and other disadvantaged populations for rewarding careers within the state.

- *Strategy 1: Sector strategies will be developed and implemented.* Nebraska is working to develop a replicable framework for supporting the implementation of industry sector strategies within the state. Strategies will focus on industries that are essential to the economic vitality of the state's communities and regions, support and strengthen businesses within the state, and offer employment opportunities to residents (with priority on Veterans, low-income individuals, English Language Learners, single parents, farmworkers, in-school and out-of-school youth, the unemployed and other disadvantaged populations).
- *Strategy 2: Promotion of "H3" jobs.* Nebraska will leverage its recently redesigned H3 website (H3.ne.gov) to provide information to students, unemployed and underemployed individuals, and new workers on high-wage, high-skill and high-demand (H3) jobs in Nebraska. This will include working closely with each of the plan partners and other potential workforce partners (from the private and public sectors) on the website's resources and utility as part of a local, regional and statewide workforce development strategy.
- *Strategy 3: Targeted distribution of available funding streams.* The state and its workforce systems partners manage several funding streams that are designed to support entry into the workforce through the provision of training, education and other services. Review and alignment of these resources will occur on both an agency and statewide level to identify funding gaps and reallocate resources, if necessary, to better address the needs of low-income individuals; individuals with disabilities; ex-offenders; homeless individuals; youth who have aged out of the foster care system; English Language Learners; individuals with low levels of literacy; single parents; farmworkers; those within two years of exhausting lifetime TANF eligibility; and the long-term unemployed.
- *Strategy 4: Development of Career Pathways.* Nebraska's Career Education Model organizes careers into six career fields covering 16 career clusters. This model, which is driven by Nebraska Department of Education, Career Technical Education (CTE), provides a framework and associated resources for students, educators, parents, adults, employers and workforce development agencies to support career development. Ongoing development and integration of this tool across the plan partners' programs will occur to help ensure Nebraska's future workforce possesses the skills, training and knowledge sought by employers.
- *Strategy 5: Fostered alignment of education, credentialing and placement.* Nebraska's plan to increase workforce participation involves multiple strategies, including sector strategies and career pathways. Alignment of these resources with other resources that support workforce entry will be addressed through active collaboration. This specifically includes new and emerging workforce needs, such as those presented by rapidly growing industries, regional demand, population dynamics and other factors. Coordination will include ongoing identification of workforce needs and opportunities, alignment of education and training

options (and resources that promote their accessibility), and the defining of workforce requirements.

- *Strategy 6: Acquisition of new funding streams and the leveraging of new resources to enhance services available to those seeking first-time employment and reemployment and Nebraska's working poor.* Plan partners will seek grant and other funding opportunities available at the Federal and local areas that address the needs of unemployed and future workers through enhanced training, education and access. This strategy will also entail the development of partnerships with nonprofit and workforce entities throughout the state to share resources and provide support to maximize their efforts.
- *Strategy 7: Working closely with each WIOA-designated region to assess and refine the delivery of services* in order to establish a service delivery model that is responsive to the needs of jobseekers and employers; is accessible given the unique challenges faced by residents within the area; is capable of fully leveraging the resources available at the local, state, and Federal levels; and is coordinating with other public and private workforce entities to maximize impact.

Goal 3: Nebraska *will* enhance employer engagement between secondary and post-secondary education institutions and training programs to better meet employers' workforce needs through industry-driven strategies. **These strategies will incorporate the proactive use of available workforce and industry data to help determine future industry needs, potential workforce disruptions,** and to ensure the availability of a skilled workforce to drive growth within the state's high-wage, high-skill and high-demand industries and occupations.

- *Strategy 1: Develop Industry Sector Strategies for employers to collaborate with system partners.* The state needs to ensure that the limited resources available for education, training and career development are closely aligned with the industry sectors that are essential to the state's existing and emerging occupations. Partners in Nebraska's workforce system must enhance their ability to engage meaningfully with employers within the industry sectors by ensuring there are effective forums for employers to collaborate with each other and to work with the workforce system's partners. The state will forge private sector partnerships with employers through state and local human resources associations and industry-specific associations and groups.
- *Strategy 2: Target high skill, high wage, and high demand jobs using labor market intelligence.* Using timely labor market information, employment projections, and information gathered directly from employers to devise strategies that ensure Nebraska businesses have the talent needed to thrive in a global economy. This may include new and customized training options, **industry specific assessments**, work-based learning opportunities, collaboration with state and local economic development agencies to implement industry sector strategies, and other initiatives that respond to the needs presented in the data and expressed directly by employers.
- *Strategy 3: Promoting career readiness.* Skills gaps will be identified on an ongoing basis during the execution of this four-year plan using the Nebraska Career Readiness Standards established by the Nebraska Department of Education, with extensive input from businesses and industries. Addressing these skills gaps will entail identification of the specific skill sets required, inventory of available education and training to address the skill gap; promotion of the required skill sets (cross-referenced to the industries and fields where they are desired) through the H3 website and Nebraska's Career Education Model; and, if necessary, rapid development and deployment of training options that address the skills needed.
- *Strategy 4: Continuous improvement in workforce development strategies* in order to better meet the needs of Nebraska businesses. A variety of data, including performance metrics data, H-1B Visa data, and employer surveys will be analyzed to assess the overall

effectiveness of Nebraska's workforce system in meeting the workforce needs of Nebraska's employers. This process will be initiated to foster continuous improvement.

- *Strategy 5: Expansion of work-based learning opportunities.* The plan partners will promote apprenticeships, internships and other work-based learning opportunities as an essential component of a comprehensive approach to workforce development in the state. Work-based learning offers potential workers with the opportunity to immerse themselves within a potential career field while also providing invaluable education and training in a particular field.
- *Strategy 6: Targeted outreach to disadvantaged populations* such as low-income individuals; individuals with disabilities; ex-offenders; homeless individuals; youth who have aged out of the foster care system; English Language Learners; basic-skills deficient individuals and individuals with low levels of literacy; single parents; farmworkers; those within two years of exhausting lifetime TANF eligibility; and the long-term unemployed. Strategies will be designed to provide employers with an expanded labor pool of talented workers and to provide appropriate education, training and support to those populations that would most benefit from employment in Nebraska's high wage, high skill, high demand industries.
- ***Strategy 7: Plan for the impacts of disruptive technology and innovation. In an evolving economy driven by innovation and technology, planning for potential workforce changes and disruptions will continue to play a key role in meeting the needs of Nebraska's employers. Education, economic development and the workforce system partners need to proactively promote opportunities and take advantage of these disruptions. The plan partners will strategically utilize available technology, analytics, and labor market information to proactively plan for future workforce, industry, and educational needs within Nebraska.***
- ***Strategy 8: Increase school careers and workforce professionals' knowledge and exposure to the job opportunities of Nebraska. Continue to infuse Nebraska's job opportunities in high school and post-secondary career education classrooms and activities. This will include participation by the plan partners in the reVision planning process sponsored by Career Technical Education, collaborating with local schools and post-secondary education to develop enhanced career awareness specific to Nebraska's employers and job opportunities.***

Goal 4: Nebraska *will* promote self-sufficiency among Nebraska's disadvantaged populations by eliminating barriers to employment and providing coordinated services that lead to family-sustaining employment.

- *Strategy 1: Enhanced access to available services.* Work collaboratively with American Job Centers and other programs throughout the state to strategically serve the needs of low-income individuals and other populations facing barriers to employment within the state. This strategy will include continued development of online resources and identification and dissemination of best practices.
- *Strategy 2: Targeted acquisition of funding and other resources.* Plan partners will pursue funding opportunities through local, regional and Federal sources in order to expand the workforce resources available to low-income, English Language Learners, individuals with disabilities, migrant farmworkers and other populations experiencing barriers. This will include opportunities that strengthen coordination between the partners. It will also include working closely with individual regions and programs to review and support applications targeting specific geographic regions.
- *Strategy 3: Continued development and dissemination of online resources.* The plan partners will promote online access and the distribution of essential workforce-related information to individuals facing barriers to employment. This will include the development of online information and training of American Job Center staff and other partners within communities

throughout Nebraska to utilize the information available online. Access to this information will be a priority. As appropriate, resources will be available in English, Spanish and other languages. Cognizant of the technology barriers facing the disadvantaged populations to be served by this plan, information will also be made available in print format.

- *Strategy 4: Enhanced data sharing and analysis among plan partners.* The plan partners will utilize a variety of data to understand more clearly the specific challenges facing low-income individuals and other disadvantaged populations within Nebraska's workforce system. This data will be reviewed regularly in order to develop interventions of appropriate nature and scope, to assess these interventions for effectiveness in supporting the targeted populations, and to implement a continuous improvement approach.
- *Strategy 5: Promote knowledge transfers across partner programs to help facilitate referrals.* This will include training of plan partner staff on services across programs administered by workforce system partners. Further supporting this strategy will be the development of cross-training materials that can be used by plan partners during orientation of new hires and the development of a protocol for referrals between plan partners.

The Strengths and Weaknesses of Workforce Development Activities

Provide an analysis of the strengths and weaknesses of the workforce development activities identified in (A) above.

Nebraska and its workforce partners have established and maintained a broad network of services as part of its strategy to create a strong workforce system. Embedded within this system, however, are several strengths and weaknesses identified as follows. These strengths and weaknesses have been accounted for through the vision, goals and specific outcomes guiding Nebraska's Combined State Plan.

Key Strengths include:

- ***NEworks, Nebraska's Management Information System***, equipping the combined plan partners with a powerful technological tool that offers a wealth of workforce data as well as resources for both employers and current/prospective workers. Beyond its present use, this technology can serve to potentially improve coordination of program services, enhance communication between partners, and track relevant participant outcomes.
- ***A comprehensive range of high-quality workforce development services.*** From initial assessment to job placement, the combined plan programs offer an array of high-quality, targeted services that are geared toward the needs of the state's employers and those seeking employment.
- ***Cost-efficiency in the delivery of services.*** Despite geographic, financial, programmatic and other constraints, the plan partners have cost-efficiently delivered their services to jobseekers and workers throughout the state. The extent to which these entities have continually maximized the quality and reach of their services is a strength that is capitalized upon in the combined plan.
- ***Strong partnerships between plan partners*** as well as public and private partners. The strength of these partnerships is evident in their strong contributions to the design and execution of this plan, as described throughout this document, as well as the strength of the existing collaborations between partners.

- **A strong technology infrastructure** that is capable of supporting the business growth and expansion targeted through the combined plan. A 2014 report by the Nebraska Information Technology Commission found that Broadband service, with download speeds of greater than 10Mbps, is available to 99.5% of the state's population (*Broadband in Nebraska, 2014*). Widespread access to broadband given the geographic challenges in an expansive state with numerous rural areas is a tremendous strength that will be leveraged throughout the implementation of the Combined Plan.

Collectively, these strengths form a tremendous foundation upon which Nebraska's state plan is designed and anticipated to flourish.

Key Weaknesses limit the partner programs' ability to serve the needs of its workforce customers. These weaknesses include:

- **Widespread dispersion of various populations within the state.** The placement of Nebraskans who face barriers to employment (e.g., low-income individuals; individuals with disabilities; ex-offenders; homeless individuals; youth who have aged out of the foster care system; English Language Learners; individuals with low levels of literacy; single parents; farmworkers; those within two years of exhausting lifetime TANF eligibility; and the long-term unemployed) present unique challenges in communicating and coordinating services to areas where these populations reside. This includes remote rural areas, areas with capacity issues and those affected by other factors that complicate workforce service delivery.
- **Limited industry sector involvement in the workforce system.** There is a strong willingness between both industry and the public sector to work collaboratively in promoting workforce development within the state. Yet, more needs to be done in order to formalize and leverage the potential contributions of the industry sector.
- **Need to increase the collaborative efforts between Workforce agencies and other stakeholder organizations.** In order to build a system of workforce services the plan partners need to increase their collaborative efforts in a meaningful way, avoid "turfism" and look to a collective design of delivery services.
- **Need to strengthen communication between workforce partners.** Despite the availability of high quality programs and a willingness to collaborate, the partner programs sometimes struggle to communicate in a timely fashion in order to coordinate programming and avoid duplication of efforts. This is especially true at the front-line service-delivery level.
- **Absence of a common intake form and intake procedures.** The lack of a common intake results in a duplication of efforts and is indicative of the previously mentioned lack of communication that currently exists between programs.
- **Common terminology for key workforce development terms.** Another source of weakness that disrupts communication and understanding necessary for an effective, efficient statewide workforce strategy **is the lack of common terminology across workforce programs.**

LEGISLATURE OF NEBRASKA
ONE HUNDRED FOURTH LEGISLATURE
SECOND SESSION

LEGISLATIVE BILL 1110

FINAL READING

Introduced by Mello, 5; Coash, 27.

Read first time January 20, 2016

Committee: Business and Labor

- 1 A BILL FOR AN ACT relating to labor; to amend section 48-622.02, Revised
- 2 Statutes Cumulative Supplement, 2014, and section 81-1201.21,
- 3 Revised Statutes Supplement, 2015; to adopt the Nebraska Workforce
- 4 Innovation and Opportunity Act and the Sector Partnership Program
- 5 Act; to create a fund; to transfer funds; to harmonize provisions;
- 6 to repeal the original sections; and to declare an emergency.
- 7 Be it enacted by the people of the State of Nebraska,

1 Section 1. Sections 1 to 5 of this act shall be known and may be
2 cited as the Nebraska Workforce Innovation and Opportunity Act.

3 Sec. 2. The Legislature finds and declares:

4 (1) In order for Nebraska to remain prosperous and competitive, it
5 needs to have a well-educated and highly skilled workforce;

6 (2) The following principles shall guide the state's workforce
7 investment system:

8 (a) Workforce investment programs and services shall be responsive
9 to the needs of employers, workers, and students by accomplishing the
10 following:

11 (i) Providing Nebraska students and workers with the skills
12 necessary to successfully compete in the global economy;

13 (ii) Producing greater numbers of individuals who obtain industry-
14 recognized certificates and career-oriented degrees in competitive and
15 emerging industry sectors and filling critical labor market skills gaps;

16 (iii) Adapting to rapidly changing local and regional labor markets
17 as specific workforce skill requirements change over time;

18 (iv) Preparing workers for jobs that pay well and foster economic
19 security and upward mobility; and

20 (v) Aligning employment programs, resources, and planning efforts
21 regionally around industry sectors that drive regional employment to
22 connect services and training directly to jobs;

23 (b) State and local workforce development boards are encouraged to
24 collaborate with other public and private institutions, including
25 businesses, unions, nonprofit organizations, schools from kindergarten
26 through grade twelve, career technical education programs, adult career
27 technical education and basic skills programs, apprenticeships, community
28 college career technical education and basic skills programs,
29 entrepreneurship training programs, where appropriate, and county-based
30 social and employment services, to better align resources across
31 workforce, training, education, and social service delivery systems and

1 build a well-articulated workforce investment system by accomplishing the
2 following:

3 (i) Adopting local and regional training and education strategies
4 that build on the strengths and fill the gaps in the education and
5 workforce development pipeline in order to address the needs of job
6 seekers, workers, and employers within regional labor markets by
7 supporting sector strategies; and

8 (ii) Leveraging resources across education and workforce training
9 delivery systems to build career pathways and fill critical skills gaps;

10 (c) Workforce investment programs and services shall be data-driven
11 and evidence-based when setting priorities, investing resources, and
12 adopting practices;

13 (d) Workforce investment programs and services shall develop strong
14 partnerships with the private sector, ensuring industry involvement in
15 needs assessment, planning, and program evaluation, and;

16 (i) Shall encourage industry involvement by developing strong
17 partnerships with an industry's employers and the unions that represent
18 the industry's workers; and

19 (ii) May consider the needs of employers and businesses of all
20 sizes, including large, medium, small, and microenterprises, when setting
21 priorities, investing resources, and adopting practices;

22 (e) Workforce investment programs and services shall be outcome-
23 oriented and accountable, measuring results for program participants,
24 including, but not limited to, outcomes related to program completion,
25 employment, and earnings; and

26 (f) Programs and services shall be accessible to employers, the
27 self-employed, workers, and students who may benefit from their
28 operation, including individuals with employment barriers, such as
29 persons with economic, physical, or other barriers to employment;

30 (3) Screening designed to detect unidentified disabilities,
31 including learning disabilities, improves workforce preparation and

1 enhances the use of employment and training resources;

2 (4) Section 134(c)(2) of the federal Workforce Innovation and
3 Opportunity Act, 29 U.S.C. 3174(c)(2), allows for the use of funds for
4 the initial assessment of skill levels, aptitudes, abilities, and support
5 services, including, when appropriate, comprehensive and specialized
6 assessments of skill levels and service needs, including, but not limited
7 to, diagnostic testing and the use of other assessment tools and indepth
8 interviewing and evaluation to identify employment barriers and
9 appropriate employment goals; and

10 (5) One-stop career centers are encouraged to maximize the use of
11 federal Workforce Innovation and Opportunity Act resources and other
12 federal and state workforce development resources for screening designed
13 to detect unidentified disabilities, and if indicated, to provide
14 appropriate diagnostic assessment.

15 Sec. 3. For purposes of the Nebraska Workforce Innovation and
16 Opportunity Act, career pathway means an identified series of positions,
17 work experiences, or educational benchmarks or credentials with multiple
18 access points that offers occupational and financial advancement within a
19 specified career field or related fields over time. Career pathways offer
20 combined programs of rigorous and high-quality education, training, and
21 other services that do all of the following:

22 (1) Align with the skill needs of industries in the state and
23 regional economies;

24 (2) Prepare an individual to be successful in any of a full range of
25 secondary or postsecondary education options, including apprenticeships
26 registered under the National Apprenticeship Act, 29 U.S.C. 50 et seq.,
27 except apprenticeships under 29 U.S.C. 3226;

28 (3) Include counseling to support an individual in achieving the
29 individual's education and career goals;

30 (4) Include, as appropriate, education offered concurrently with and
31 in the same context as workforce preparation activities and training for

1 a specific occupation;

2 (5) Organize education, training, and other services to meet the
3 particular needs of an individual in a manner that accelerates the
4 educational and career advancement of the individual to the extent
5 practicable;

6 (6) Enable an individual to attain a secondary school diploma or its
7 recognized equivalent and at least one recognized postsecondary
8 credential; and

9 (7) Help an individual enter or advance within a specific
10 occupation.

11 Sec. 4. On or before November 30 of each year, the Commissioner of
12 Labor shall submit a copy of the performance report required by section
13 116(d) of the federal Workforce Innovation and Opportunity Act, 29 U.S.C.
14 3141(d), to the Governor, the Legislature, and the Nebraska Workforce
15 Development Board. The report shall cover the prior program year and
16 shall include the total amount of federal funding provided to the state
17 and to each of the local workforce development areas for the adult,
18 youth, and dislocated worker programs and the amount expended within each
19 program for training services. The report to the Legislature shall be
20 submitted electronically.

21 Sec. 5. (1) The Department of Labor shall have the authority to
22 administer the requirements of Title I of the federal Workforce
23 Innovation and Opportunity Act, including, but not limited to,
24 establishing accounting, monitoring, auditing, and reporting procedures
25 and criteria in order to ensure state compliance with the objectives and
26 requirements of Title I of the federal Workforce Innovation and
27 Opportunity Act.

28 (2) The department may adopt and promulgate any rules and
29 regulations necessary to implement the Nebraska Workforce Innovation and
30 Opportunity Act.

31 Sec. 6. Sections 6 to 12 of this act shall be known and may be

1 cited as the Sector Partnership Program Act.

2 Sec. 7. (1) The Legislature finds and declares that sector
3 partnerships are a proven strategy for engaging employers in key
4 industries, helping workers train for and access good jobs, and
5 coordinating education, training, and workforce development activities in
6 response to industry needs.

7 (2) It is the intent of the Legislature and the purpose of the
8 Sector Partnership Program Act to support local sector partnerships that
9 will close skill gaps in high-demand sectors of business and industry. By
10 conducting labor availability and skills gap studies, the Sector
11 Partnership Program will connect education and training providers with
12 employers and will ensure that the state's workforce and economic
13 development activities align with the needs of employers in the state's
14 key industries.

15 Sec. 8. For purposes of the Sector Partnership Program Act:

16 (1) Department means the Department of Labor;

17 (2) Local area means a workforce development area authorized by the
18 federal Workforce Innovation and Opportunity Act and established in
19 Nebraska;

20 (3) Local sector partnership or partnership means a workforce
21 collaborative that organizes key stakeholders in a particular sector of
22 business or industry in a local area into a working group that focuses on
23 the shared goals and human resources needs of such sector;

24 (4) Local workforce development board means a local workforce
25 development board authorized by the federal Workforce Innovation and
26 Opportunity Act and established in Nebraska; and

27 (5) Nebraska Workforce Development Board means the state workforce
28 development board authorized by the federal Workforce Innovation and
29 Opportunity Act and established in Nebraska.

30 Sec. 9. (1) The Sector Partnership Program is created. The program
31 shall be administered by the Department of Labor in conjunction with the

1 Department of Economic Development. In establishing and administering the
2 program, the Department of Labor shall consult with the Nebraska
3 Workforce Development Board, the Department of Economic Development, and
4 the State Department of Education.

5 (2) The Department of Labor, in conjunction with the Department of
6 Economic Development, shall:

7 (a) Establish a study process to conduct labor availability and
8 skills gap studies;

9 (b) Determine the laborshed areas of the state; and

10 (c) Complete labor availability and skills gap studies for all
11 laborshed areas of the state on a rotating basis as determined by the
12 Department of Labor.

13 (3) The Department of Labor and the Department of Economic
14 Development may contract with other entities to conduct additional labor
15 availability, skills gap, and sector partnership studies.

16 (4) The Department of Labor, in conjunction with the Department of
17 Economic Development, shall provide technical assistance to local sector
18 partnerships and persons interested in forming partnerships. Technical
19 assistance may include providing: (a) Direction and counseling on forming
20 and sustaining partnerships; (b) professional development and capacity
21 building through academies, toolkits, and peer sharing networks; (c)
22 customized labor market and economic analysis; and (d) information on
23 career pathways, worker training resources, skill standards, and
24 industry-based certifications.

25 (5) Except to the extent otherwise provided in state or federal law,
26 all completed labor availability and skills gap studies shall be public
27 information.

28 Sec. 10. (1) The Sector Partnership Program Fund is created. The
29 fund shall be administered by the Department of Labor. The fund shall be
30 used to pursue sector partnership activities, including, but not limited
31 to, labor availability and skills gap studies by the Department of Labor

1 and the Department of Economic Development pursuant to the Sector
2 Partnership Program Act. The fund may also be used for administrative
3 costs of the Department of Labor and the Department of Economic
4 Development associated with sector partnership activities.

5 (2) The fund shall consist of such money as is: (a) Transferred to
6 the fund from the Job Training Cash Fund and the Nebraska Training and
7 Support Cash Fund; (b) otherwise appropriated to the fund by the
8 Legislature; (c) donated as gifts, bequests, or other contributions to
9 the fund from public or private entities; and (d) made available by any
10 department or agency of the United States if so directed by such
11 department or agency. Any money in the fund available for investment
12 shall be invested by the state investment officer pursuant to the
13 Nebraska Capital Expansion Act and the Nebraska State Funds Investment
14 Act.

15 Sec. 11. On or before July 31 of each year, the department shall
16 provide an annual report to the Governor and the Business and Labor
17 Committee of the Legislature. The report submitted to the Legislature
18 shall be submitted electronically. The report shall detail the process
19 and results of the labor availability and skills gap studies.

20 Sec. 12. The department may adopt and promulgate rules and
21 regulations to carry out the Sector Partnership Program Act.

22 Sec. 13. Section 48-622.02, Revised Statutes Cumulative Supplement,
23 2014, is amended to read:

24 48-622.02 (1) Until July 1, 2015:

25 (a) There is in the state treasury a special fund to be known as the
26 Nebraska Training and Support Trust Fund. Any money in the fund available
27 for investment shall be invested by the state investment officer pursuant
28 to the Nebraska Capital Expansion Act and the Nebraska State Funds
29 Investment Act. All money deposited or paid into the fund is hereby
30 appropriated and made available to the commissioner. No expenditures
31 shall be made from the fund without the written authorization of the

1 Governor upon the recommendation of the commissioner. Any interest earned
2 on money in the State Unemployment Insurance Trust Fund shall be credited
3 to the Nebraska Training and Support Trust Fund;

4 (b) Money in the Nebraska Training and Support Trust Fund shall be
5 used for (i) administrative costs of establishing, assessing, collecting,
6 and maintaining state unemployment insurance tax liability and payments,
7 (ii) administrative costs of creating, operating, maintaining, and
8 dissolving the State Unemployment Insurance Trust Fund and the Nebraska
9 Training and Support Trust Fund, (iii) support of public and private job
10 training programs designed to train, retrain, or upgrade work skills of
11 existing Nebraska workers of for-profit and not-for-profit businesses,
12 (iv) recruitment of workers to Nebraska, (v) training new employees of
13 expanding Nebraska businesses, (vi) the costs of creating a common web
14 portal for the attraction of businesses and workers to Nebraska, and
15 (vii) payment of unemployment insurance benefits if solvency of the
16 state's account in the Unemployment Trust Fund and of the State
17 Unemployment Insurance Trust Fund so require; and

18 (c) There is within the Nebraska Training and Support Trust Fund a
19 separate account to be known as the Administrative Costs Reserve Account.
20 Money shall be allocated from the Nebraska Training and Support Trust
21 Fund to the Administrative Costs Reserve Account in amounts sufficient to
22 pay the anticipated administrative costs identified in subdivision (1)(b)
23 of this section.

24 (2) On and after July 1, 2015:

25 (a) The Nebraska Training and Support Cash Fund is created. Any
26 money in the fund available for investment shall be invested by the state
27 investment officer pursuant to the Nebraska Capital Expansion Act and the
28 Nebraska State Funds Investment Act. On July 1, 2015, the State Treasurer
29 shall transfer any money in the Nebraska Training and Support Trust Fund
30 to the Nebraska Training and Support Cash Fund. No expenditures shall be
31 made from the Nebraska Training and Support Cash Fund without the written

1 authorization of the Governor upon the recommendation of the
2 commissioner. Any interest earned on money in the State Unemployment
3 Insurance Trust Fund shall be credited to the Nebraska Training and
4 Support Cash Fund;

5 (b) Money in the Nebraska Training and Support Cash Fund shall be
6 used for (i) administrative costs of establishing, assessing, collecting,
7 and maintaining state unemployment insurance tax liability and payments,
8 (ii) administrative costs of creating, operating, maintaining, and
9 dissolving the State Unemployment Insurance Trust Fund and the Nebraska
10 Training and Support Cash Fund, (iii) support of public and private job
11 training programs designed to train, retrain, or upgrade work skills of
12 existing Nebraska workers of for-profit and not-for-profit businesses,
13 (iv) recruitment of workers to Nebraska, (v) training new employees of
14 expanding Nebraska businesses, (vi) the costs of creating a common web
15 portal for the attraction of businesses and workers to Nebraska, (vii)
16 developing and conducting labor availability and skills gap studies
17 pursuant to the Sector Partnership Program Act, for which money may be
18 transferred to the Sector Partnership Program Fund as directed by the
19 Legislature, and (viii vii) payment of unemployment insurance benefits if
20 solvency of the state's account in the Unemployment Trust Fund and of the
21 State Unemployment Insurance Trust Fund so require;—and

22 (c) The Administrative Costs Reserve Account is created within the
23 Nebraska Training and Support Cash Fund. Money shall be allocated from
24 the Nebraska Training and Support Cash Fund to the Administrative Costs
25 Reserve Account in amounts sufficient to pay the anticipated
26 administrative costs identified in subdivision (2)(b) of this section;
27 and —

28 (d) The State Treasurer shall transfer two hundred fifty thousand
29 dollars from the Nebraska Training and Support Cash Fund to the Sector
30 Partnership Program Fund no later than July 15, 2016.

31 Sec. 14. Section 81-1201.21, Revised Statutes Supplement, 2015, is

1 amended to read:

2 81-1201.21 (1) There is hereby created the Job Training Cash Fund.
3 The fund shall be under the direction of the Department of Economic
4 Development. Money may be transferred to the fund pursuant to subdivision
5 (1)(b)(iii) of section 48-621 and from the Cash Reserve Fund at the
6 direction of the Legislature. The department shall establish a subaccount
7 for all money transferred from the Cash Reserve Fund to the Job Training
8 Cash Fund on or after July 1, 2005.

9 (2) The money in the Job Training Cash Fund or the subaccount
10 established in subsection (1) of this section shall be used (a) to
11 provide reimbursements for job training activities, including employee
12 assessment, preemployment training, on-the-job training, training
13 equipment costs, and other reasonable costs related to helping industry
14 and business locate or expand in Nebraska, (b) to provide upgrade skills
15 training of the existing labor force necessary to adapt to new technology
16 or the introduction of new product lines, (c) to provide grants pursuant
17 to section 81-1210.02, ~~or~~ (d) as provided in section 79-2308, or (e) as
18 provided in section 10 of this act. The department shall give a
19 preference to job training activities carried out in whole or in part
20 within an enterprise zone designated pursuant to the Enterprise Zone Act.

21 (3) The department shall establish a subaccount within the fund to
22 provide training grants for training employees and potential employees of
23 businesses that (a) employ twenty-five or fewer employees on the
24 application date, (b) employ, or train for potential employment,
25 residents of rural areas of Nebraska, or (c) are located in or employ, or
26 train for potential employment, residents of high-poverty areas as
27 defined in section 81-1203. The department shall calculate the amount of
28 prior year investment income earnings accruing to the fund and allocate
29 such amount to the subaccount for training grants under this subsection.
30 The subaccount shall also be used as provided in the Teleworker Job
31 Creation Act and as provided in section 81-1210.02. The department shall

1 give a preference to training grants for businesses located in whole or
2 in part within an enterprise zone designated pursuant to the Enterprise
3 Zone Act.

4 (4) The State Treasurer shall transfer:

5 (a) Two hundred fifty thousand dollars from the Job Training
6 Cash Fund to the General Fund no later than July 15 of 2015 and 2016;
7 and -

8 (b) Two hundred fifty thousand dollars from the Job Training Cash
9 Fund to the Sector Partnership Program Fund on or before July 15, 2016.

10 (5) Any money in the Job Training Cash Fund available for investment
11 shall be invested by the state investment officer pursuant to the
12 Nebraska Capital Expansion Act and the Nebraska State Funds Investment
13 Act.

14 Sec. 15. Original section 48-622.02, Revised Statutes Cumulative
15 Supplement, 2014, and section 81-1201.21, Revised Statutes Supplement,
16 2015, are repealed.

17 Sec. 16. Since an emergency exists, this act takes effect when
18 passed and approved according to law.

what is reVISION?

Establishing a clear vision for Nebraska Career Education.

reVISION Initial Grant Participants

2012-13	2013-14	2014-15	2015-16
Beatrice	Auburn	Bennington	Ashland-Greenwood
Boone Central	Burwell	Bloomfield	Bancroft-Rosalie
Bridgeport	Elm Creek	Cedar Bluffs	Columbus
Broken Bow	Gothenburg	Chadron	Deshler
Cozad	Norris	Creighton	Logan View
Gering	Omaha	Crete	Lyons-Decatur NE
Kearney	Papillion-La Vista	Fremont	Madison
Lexington	Santee	Greeley-Wolbach	North Bend
Lincoln	South Sioux City	Norfolk	North Platte
Niobrara	Umo'Ho' Nation	O'Neill	Northwest (GI)
Scottsbluff	Walthill	Ord	Oakland-Craig
Stanton	Waverly	Osmond	Pender
Westside	Weeping Water	Plainview	Ralston
	Winnebago	Thayer Central	Scribner-Snyder
		Wausa	Tekamah-Herman
		West Boyd	Valentine
		Wood River	Wahoo
			West Point
			Wheeler Central
			Wisner-Pilger

The purpose of reVISION is to:

- Align and support Career and Technical Education Systems with Nebraska's Economic Initiatives
- Develop Nebraska's talent pipelines for economic growth and workforce development
- Strengthen high school CTE programs to align with Nebraska postsecondary education entrance expectations
- Create a common language between local employers and education

The reVISION process will ensure that Nebraska students leave high school with the knowledge and skills required for employment in local/regional businesses, and it will also provide opportunities for students to experience a smoother transition from high school to postsecondary education. reVISION plays a key part in developing a talent pipeline for economic growth and workforce development in Nebraska.

reVISION Action Grant Winners

2013-14 \$260,000 Awarded	2014-2015 \$775,000 Awarded	2015-16 \$923,950 Awarded
Beatrice	Auburn	Bennington
Bridgeport	Broken Bow	Bloomfield
Kearney	Burwell	Cedar Bluffs
Lincoln	Cozad	Central Valley
Niobrara	Grand Island	Chadron
Scottsbluff	Kearney	Fremont
Stanton	Lincoln	Kearney
	Niobrara	Norfolk
	Omaha	Omaha
	Papillion-La Vista	O'Neill
	Plattsmouth	Ord
	Santee	Osmond
	Scottsbluff	Papillion La-Vista
	South Sioux City	Plattsmouth
	Waverly	Scottsbluff
	Weeping Water	South Sioux City
	Westside	Thayer Central
		Wausa
		Waverly
		West Boyd

Furthermore, the reVISION process introduces schools to the study "Growing Jobs, Industries, and Talent: A Competitive Advantage Assessment and Strategy for the State of Nebraska" commissioned by the Nebraska Department of Economic Development and the Nebraska Department of Labor in 2010. This report, more commonly referenced as the Battelle Study, highlights the need to further develop the industry clusters for Nebraska to remain economically viable and competitive. The reVISION process gives local schools the opportunity to consider the results of the Battelle Study when determining which Career and Technical Education programs to offer. As a result of completing the reVISION process, the gap between education and economic development is bridged, and local schools are educating and training a qualified workforce that meets regional industry needs.



what is the timeline for reVISION?

ONE YEAR

Part 1:

School's
Assessment
of Current
Career
Education
Programs

- Identify the courses, programs of study, postsecondary alignment, and extended learning opportunities currently available within the Career Education system.
- Identify the activities associated with the career guidance system

Part 2:

Meeting
Facilitated
by Nebraska
Career
Education
Staff

- Describe the need for bridging the gap between education and workforce/economic development
- Discuss the role education plays in training a qualified workforce that meets local and regional workforce/economic needs
- Identify local businesses and industries with high demand, high wage, and high skill jobs
- Analyze student achievement data, Perkins performance data, and student interest data

Part 3:

Community
Engagement
Meeting

- Utilize a community engagement group to analyze the Career Education program while taking into account labor market data, high-growth industries in the area, and the knowledge base needed based for the high-growth industries
- Identify the knowledge and skills required for jobs in the local and/or regional economy
- Identify potential new (or revised) Career Education Program(s) of Study and course offerings which could be offered within the career education program

Part 4:

Meeting
Facilitated
by Nebraska
Career
Education
Staff

- Report results of the community engagement meeting
- Identify potential gaps that exist in career education courses, programs of study, postsecondary alignment, and extended learning opportunities and develop short-term and long-term goals for addressing those gaps
- Identify the resources needed to implement the proposed new (or revised) Career Education Program(s) of Study
- Analyze current career guidance and exploration activities

Part 5:

Technical
Assistance
by Nebraska
Career
Education Staff
(as requested)

- Develop an action plan which describes the changes that will be made to the Career Education Program as a result of the reVISION process
- Apply for a reVISION Innovation Grant that can be used to implement the action plan

For more information, contact:

Richard Katt

Director of Career Education
402.471.4808 | rich.katt@nebraska.gov

Ryan Foor, Ph.D.

Deputy Director of Career Education
402.471.2494 | ryan.foor@nebraska.gov

www.education.ne.gov/nce/revision.html

Workforce Innovation and Opportunity Act (WIOA)

NEBRASKA WORKFORCE DEVELOPMENT BOARD

STRATEGIC DIRECTION COMMITTEE

APRIL 8, 2016

SUBCOMMITTEE REPORT

COMMITTEE MEMBERSHIP

- Tammie Beck
- Bradley Bird
- Matthew Blomstedt
- Brian Deakin
- Courtney Dentlinger
- Michael Geary
- Allan Hale
- Susan Martin
- Senator Heath Mello
- Don Nordell
- Vern Powers
- Jennifer Sedlacek

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COMMITTEE RESPONSIBILITIES

- Employer Engagement
- Industry Sector Partnerships
- Career Pathways
- Connects to "big picture" workforce efforts
- Regional Plans
- Workforce-related Grants



DISCUSSION TOPICS

- Regional Plans
 - WIOA Regional Planning Requirements
 - Nebraska Planning Region Assignment and Labor Market Info
 - Regional Plan Instructions and Timeline

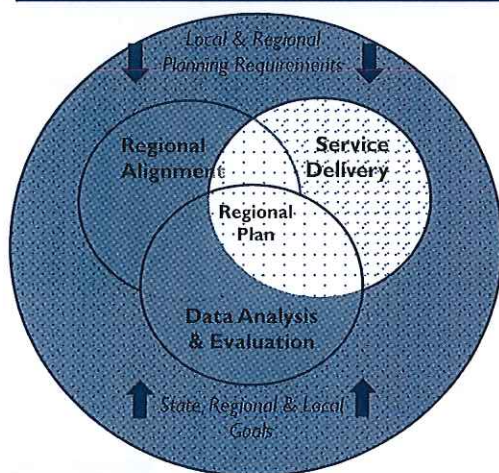


REGIONAL PLAN REQUIREMENTS UNDER WIOA

- Under WIOA, in order for the state to receive funds and as part of the process for developing a state plan, a state shall identify regions in the state after consultation with local boards and chief elected officials in the local areas and consistent with considerations of:
 - Labor market areas
 - Regional economic development areas
 - Available resources including appropriate education and training providers
- WIOA requires that the State set the framework for developing regional plans

WIOA
Workforce Innovation and Opportunity Act

Process for Regional Planning



The Regional Plan will focus on inputs from WIOA and identified system issues at the state, regional and local levels within three broad categories:

- Regional Alignment
- Service Delivery
- Data Analysis & Evaluation

These requirements will be shaped by using state, regional and local goals to address the workforce and economic development needs of individual Workforce Development Areas and their assigned planning regions.

REGIONAL PLAN REQUIREMENTS UNDER WIOA

106(c)(2) Regional plans.--The State, after consultation with local boards and chief elected officials for the planning regions, shall require the local boards and chief elected officials within a planning region to prepare, submit, and obtain approval of a single regional plan that includes a description of the activities described in paragraph (1) and that incorporates local plans for each of the local areas in the planning region. The State shall provide technical assistance and labor market data, as requested by local areas, to assist with such regional planning and subsequent service delivery efforts.



REGIONAL DESIGNATION PROCESS

WIOA 106(a)(1)

State required to identify regions within the state after consultation with local boards and chief elected officials.

Consultations:

- Greater Nebraska: July 22, 2015
- Greater Lincoln: August 18, 2015
- Greater Omaha: August 20, 2015

Information presented at consultations:

- Regional boundary considerations
- Commuter pattern information
- Participant information by county
- Maps from other government agencies, workforce partners, and educational entities



- WIOA**
Workforce Innovation and Opportunity Act

LABOR MARKET INFORMATION SUPPORTING NEBRASKA'S REGIONS

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REGIONAL PLAN COORDINATION REQUIREMENTS UNDER WIOA

- Under WIOA, The local boards and chief elected officials in each planning region shall engage in a regional planning process that results in:
 - Preparing a regional plan
 - Establishing regional service strategies
 - Developing and implement sector strategies
 - Collecting and analyzing regional labor market data
 - Establishing administrative cost arrangements
 - Coordinating transportation and other supportive services
 - Coordinating services with regional economic development services
- This is what is required, but what else can be added?



REGIONAL PLAN INSTRUCTIONS

Questions the committee will consider for planning instructions

- How will the region align itself and the resources for managing the vision for preparing a skilled workforce to support regional economic growth and economic self-sufficiency?
- How will the region add value to job seeker and employer services through new and expanded service delivery strategies?
- How will the region utilize data to support strategy development, set performance standards and continuous improvement benchmarks.



PROPOSED REGIONAL PLAN TIMELINE

Date	Action
September 2016	Release planning instructions for both regional and local plans. Local area will work on both simultaneously.
March 1, 2017	Due date for local and regional plans
March-May 2017	Plan review by State and Strategic Direction Committee
June 2017	Plan approval by full board (upon recommendation of Strategic Direction Committee)
July 1, 2017	Regional and Local Plans in effect

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Workforce Innovation and Opportunity Act

NEXT MEETINGS/NEXT STEPS

- Next Strategic Direction Meeting: Wednesday, May 18th at 9:00 a.m.
- Committee will continue to develop the regional plan instructions, including analyzing what additional criteria needs to be added to regional plan requirements (in addition to what is required under WIOA)
- Upcoming Meetings (Yet to be Scheduled)
 - Strategic Direction Committee Meetings – Proposed
 - July 2016
 - September 2016
 - November 2016
 - January 2017

WIOA
Workforce Innovation and Opportunity Act

Workforce Innovation and Opportunity Act (WIOA)

Regional Planning Provisions

106(a) (2) Types of regions.--For purposes of this Act, the State shall identify--

- (A) which regions are comprised of 1 local area that is aligned with the region;
- (B) which regions are comprised of 2 or more local areas that are (collectively) aligned with the region (referred to as planning regions, consistent with section 3); and***
- (C) which, of the regions described in subparagraph (B), are interstate areas contained within 2 or more States, and consist of labor market areas, economic development areas, or other appropriate contiguous subareas of those States.

106(c) Regional Coordination.--

(1) Regional planning.--The local boards and chief elected officials in each planning region described in subparagraph (B) or (C) of subsection (a)(2) shall engage in a regional planning process that results in—

- (A) the preparation of a regional plan, as described in paragraph (2);*
- (B) the establishment of regional service strategies, including use of cooperative service delivery agreements;*
- (C) the development and implementation of sector initiatives for in-demand industry sectors or occupations for the region;*
- (D) the collection and analysis of regional labor market data (in conjunction with the State);*
- (E) the establishment of administrative cost arrangements, including the pooling of funds for administrative costs, as appropriate, for the region;*
- (F) the coordination of transportation and other supportive services, as appropriate, for the region;*
- (G) the coordination of services with regional economic development services and providers; and*
- (H) the establishment of an agreement concerning how the planning region will collectively negotiate and reach agreement with Governor on local levels of performance for, and report on, the performance accountability measures described in section 116(c), for local areas or the planning region.*

(2) Regional plans.--The State, after consultation with local boards and chief elected officials for the planning regions, shall require the local boards and chief elected officials within a planning region to prepare, submit, and obtain approval of a single regional plan that includes a description of the activities described in paragraph (1) and that incorporates local plans for each of the local areas in the planning region. The State shall provide technical assistance and labor market data, as requested by local areas, to assist with such regional planning and subsequent service delivery efforts.



Pete Ricketts
Governor

STATE OF NEBRASKA

OFFICE OF THE GOVERNOR
P.O. Box 94848 • Lincoln, Nebraska 68509-4848
Phone: (402) 471-2244 • pete.ricketts@nebraska.gov

January 20, 2016

John H. Albin
Commissioner of Labor/State WIOA Liaison
Nebraska Department of Labor
P.O. Box 94600
Lincoln, NE 68509-4600

Dear Commissioner Albin,

As required under the Workforce Innovation and Opportunity Act of 2014 (WIOA), I hereby designate the following regions:

1. Metro Region – covers Dodge, Douglas, Cass, Sarpy, Saunders, and Washington Counties, with Douglas County being the target area of economic concentration
2. Southeast Region – covers Fillmore, Gage, Jefferson, Johnson, Lancaster, Nemaha, Otoe, Pawnee, Richardson, Saline, Seward, Thayer, and York Counties, with Lancaster County being the target area of economic concentration
3. Greater Nebraska Region – covers the remaining 74 counties in Nebraska

Also, as required under WIOA, I assign each of Nebraska's local workforce development areas the designated regions as follows:

1. Greater Omaha Workforce Development Area – to the Metro Region
2. Greater Lincoln Workforce Development Area – to the Southeast Region
3. Greater Nebraska Workforce Development Area – to the Greater Nebraska Region

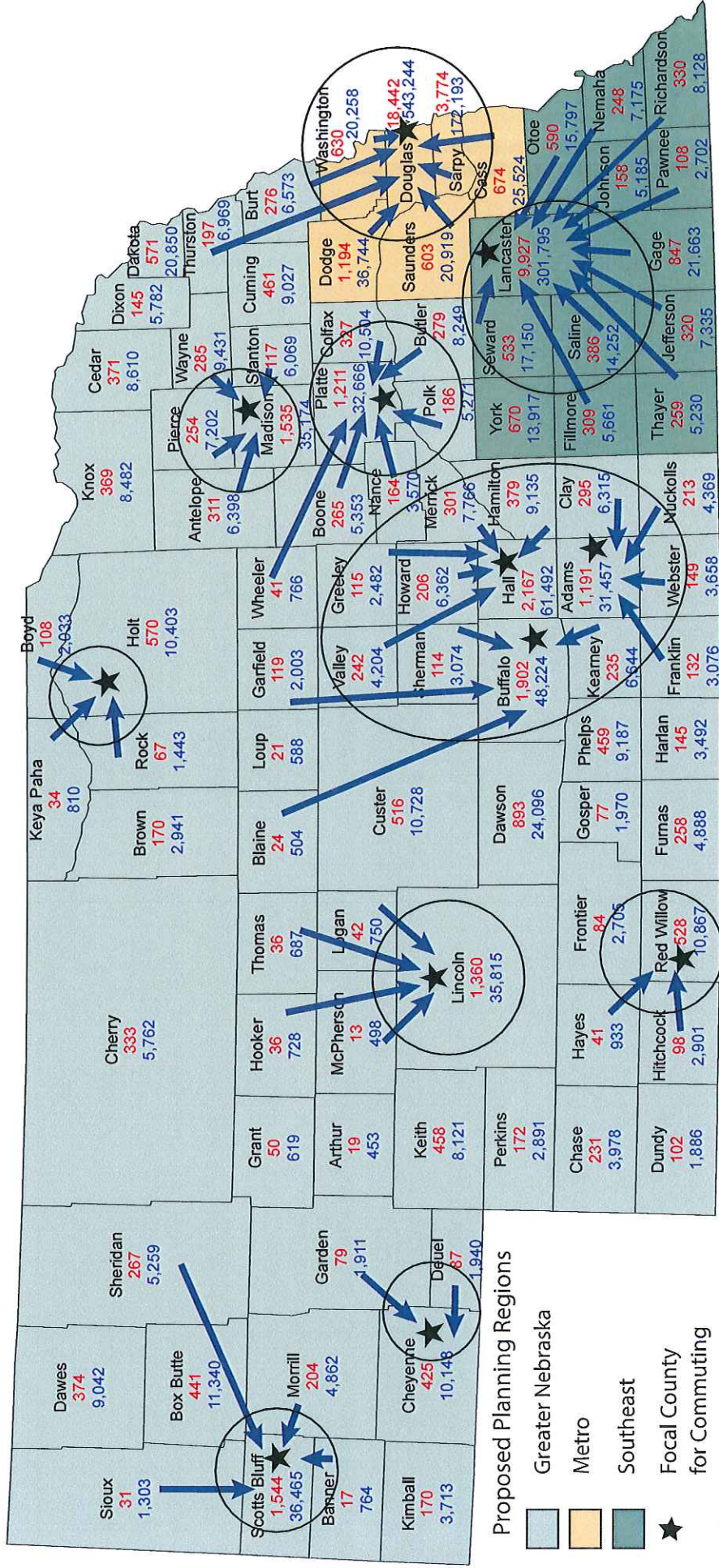
Sincerely,

A handwritten signature in blue ink, appearing to read "Pete Ricketts".

Pete Ricketts
Governor

cc: Mark Moravec, Chair, Nebraska Workforce Development Board
Joan Modrell, Director Office of Employment and Training

Proposed WIOA Planning Regions with Commuting Patterns, Number of Worksites, and Population by County



Sources: Commuting Patterns from Local Employment Dynamics (LED); Worksites from Quarterly Census of Employment and Wages First Quarter 2015; Population from U.S. Census Bureau, Population Estimates Program, 2014 Population Estimates

Worksite: The number of worksites per county is determined by each physical location of a business operating in a specific county. When a business has multiple locations, all physical locations where employees perform work are counted separately.

Population: The calculated number of people living in an area as of a specified point in time, July 1st. The estimated population is calculated using a component of change model that incorporates information on natural increase (births, deaths) and net migration (net domestic migration, net international migration) that has occurred in an area since the latest decennial census.

Number of Worksites

Population

Red Number

Blue
Number

Workforce Innovation and Opportunity Act (WIOA)

NEBRASKA WORKFORCE DEVELOPMENT BOARD

SYSTEM ALIGNMENT COMMITTEE

APRIL 8, 2016

COMMITTEE MEETING REPORT

DISCUSSION TOPICS

- Workforce System Planning
- Eligible Training Provider Process
- Infrastructure Funding

WORKFORCE SYSTEM PLANNING

- Combined State Plan partners convening
 - Adult, dislocated worker, and youth programs
 - Wagner-Peyser
 - Adult Education
 - Vocational Rehabilitation
 - The Commission for the Blind and Visually Impaired
 - Jobs for Veterans State Grant
 - Senior Community Service Employment Program
 - Trade Adjustment Assistance
 - Unemployment Insurance
 - Temporary Assistance for Needy Families (TANF)

3

WIOA
Workforce Innovation and Opportunity Act

WORKFORCE SYSTEM PLANNING

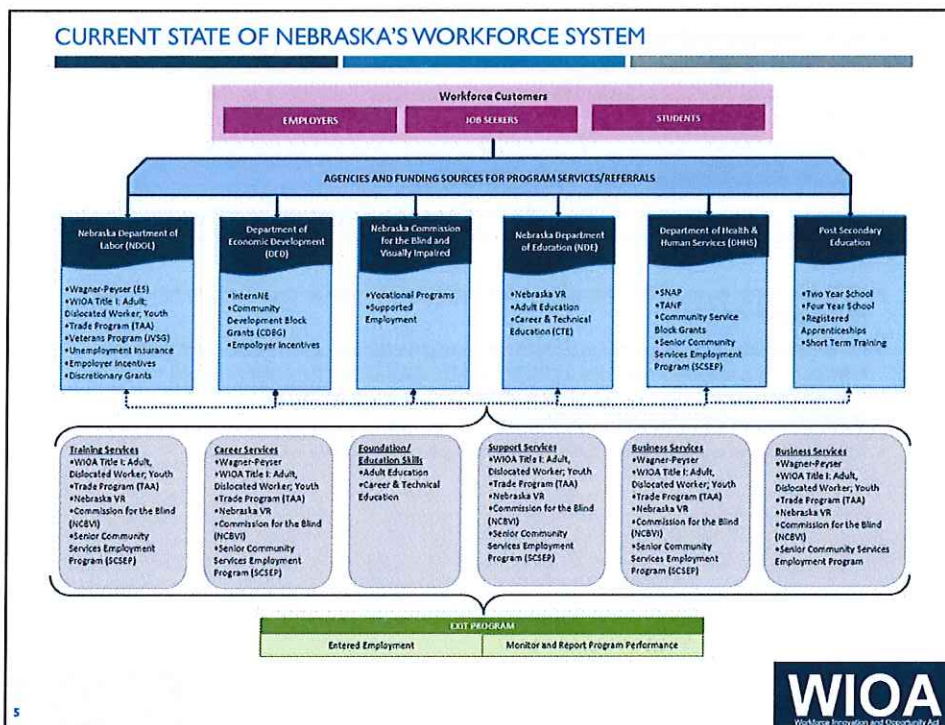
- Identifying current state of Nebraska's workforce system
- Drafting guiding principles
- Building an action plan and timeline



4

WIOA
Workforce Innovation and Opportunity Act

CURRENT STATE OF NEBRASKA'S WORKFORCE SYSTEM



NEBRASKA'S WORKFORCE SYSTEM GUIDING PRINCIPLES – SYSTEM

State and Regional Workforce System Partners are committed collectively to the success of Nebraska's Workforce System by:

- Joint planning at state and regional levels to resolve common barriers and challenges and create system improvement
- Working together to reduce duplication of services while leveraging and maximizing resources
- Creating a sustainable workforce system through defined, continuous commitment of Federal, state, supplemental, and discretionary and non-discretionary funds
- Capitalizing on the "commonness" of shared vision and goals, program delivery, enrollments, and successes
- Annual planning and evaluation of common performance measures and system performance in order to resolve common barriers and challenges in the workforce system
- Enhancing system capacity and developing staff's working knowledge of partner programs through common and combined training
- Partnering with employers, actively and intentionally focusing on the mutual benefits of the workforce system
- Exploiting the adaptability of system partners as problem-solvers who provide value and create solutions
- Educating employers and providing employers with opportunities to utilize and develop the talents of current employees
- Continuous Quality Improvement (CQI) created through transparency and shared accountability, responsibilities, and outcomes
- Educating the public on the advantages and benefits of Nebraska's public workforce system through a marketing campaign that highlights services, programs, and resources available through the workforce system

NEBRASKA'S WORKFORCE SYSTEM GUIDING PRINCIPLES – JOB SEEKERS

State and Regional Workforce System Partners are committed collectively to the success of Nebraska's job seekers by:

- Empowering individuals through the development of informed self-choice and self-established goals founded on labor market information and labor-exchange intelligence
- Focusing on under-employment and the development of supports to avoid unemployment and reduce job-seeker vulnerability through alignment of resources and workforce-system partnerships with assistance programs
- Effecting a change in job seekers' perception of the workforce system as an opportunity to achieve their maximum potential
- Providing individualized approaches to job seekers, focusing on (i) meeting immediate needs and a path towards meeting secondary needs and aspirations and (ii) identification of available resources to achieve both, while guiding and elevating expectations of "self" and goals in order to take advantage of opportunities to achieve maximum potential
- Encouraging active engagement and full participation of job seekers in their own success

7

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Workforce Innovation and Opportunity Act

NEBRASKA'S WORKFORCE SYSTEM GUIDING PRINCIPLES – EMPLOYERS

State and Regional Workforce System Partners are committed collectively to the success of Nebraska's employers by:

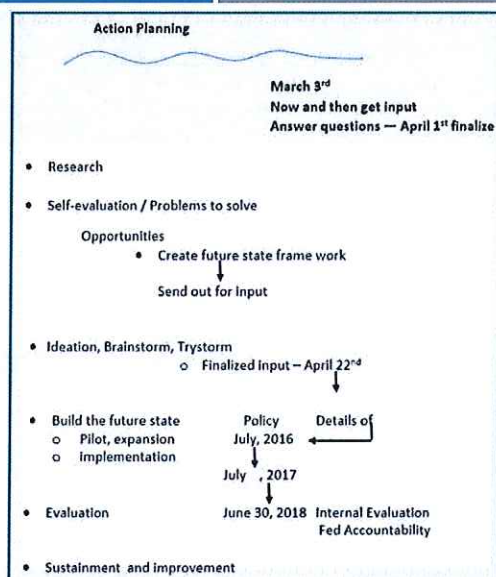
- Effecting a change in employers' perception of job seekers who utilize the workforce system through public sector strategies, all bring talent and value to the workforce, "everyone is an opportunity"
- Developing employers' understanding of the opportunity and value the under-employed and unemployed talent pool provides to the workforce
- Focusing on employer engagement and instilling an understanding among Nebraska's employers that the return on their investment in Nebraska's workforce system is profit and success
- Organizing the opportunity for meaningful, productive engagement of Nebraska's employers and industries
- Creating solutions for employers' workforce needs through an adaptable system of partner services

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ACTION PLAN AND TIMELINES

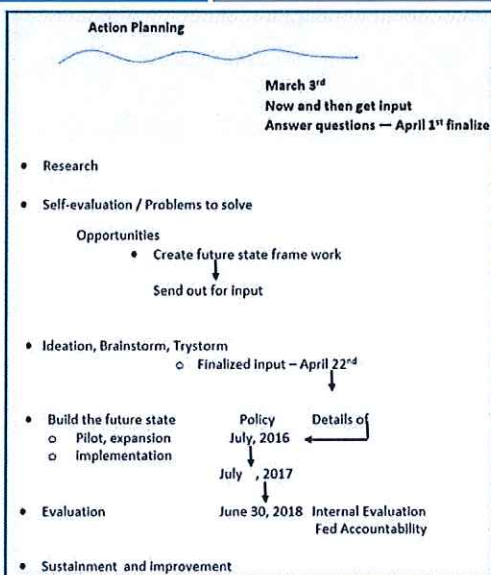
- March 3 and 4, 2016
 - Seek input from partners
- April 1, 2016
 - Finalize guiding principles
 - Brainstorm opportunities
 - Create a future-state framework
- April 15, 2016
 - Seek input from partners on preliminary future state of Nebraska's workforce system
- April 22, 2016
 - Finalize future-state framework
 - Finalize action plan, resources, timeline to execute



WIOA
Workforce Innovation and Opportunity Act

ACTION PLAN AND TIMELINES

- Before July 1, 2016
 - Draft and approve policy
- By July 1, 2017
 - Implement policy
 - Begin internal evaluation of success/failure
 - Implement continuous process improvement (CPI)
- By July 1, 2018
 - External evaluation of Nebraska's new workforce system



WIOA
Workforce Innovation and Opportunity Act

WORKFORCE SYSTEM PLANNING

Questions on Workforce System Planning?

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WIOA
Workforce Innovation and Opportunity Act

ELIGIBLE TRAINING PROVIDER PROCESS

- 24 providers submitted 522 applications
- Application review team
 - John Albin
 - Joan Modrell
 - Stan Odenthal
 - Deb Andersen
- With support from NDOL's Office of Labor Market Information and IT Business Systems staff from NDOL's Office of Employment & Training

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ELIGIBLE TRAINING PROVIDER PROCESS

- 23 providers determined to be eligible and 1 provider ineligible
- 483 programs determined to be eligible, 36 programs not approved, and 3 programs ineligible
- 386 of the 483 approved programs are related to high demand, high wage, high skill (H3) occupations
- Applications scored in 2 ways, based on 16 key eligibility factors for Federal and State criteria
 - Provider score
 - Program score

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ELIGIBLE TRAINING PROVIDER PROCESS

- Provider review
 - A provider's eligibility is based on an assessment of the provider information stated in Section A of the Eligible Training Provider Application:
 - A provider must score five (5) out of five (5) on Federal Criteria.
 - A provider must score at least one (1) of three (3) on State Criteria, specifically the criteria requiring a provider to have been in operation for at least twelve (12) months

Provider Review		Possible Federal Criteria Score	Possible State Criteria Score
1	Provider meets the eligibility criteria for organization type under WIOA Section 122.	1	
2	Provider is authorized or licensed to provide training services by the applicable accrediting or governing authority.	1	
3	Provider agrees to comply with the nondiscrimination requirements of WIOA Section 188.	1	
4	Provider represents its facilities are ADA compliant.	1	
5	Provider does not appear on Federal debarment, suspension or exclusion lists.	1	
6	Provider has been in operation at least 12 months.		1
7	Provider participates in Federal Pell Grant Program.		1
8	Provider has entered into a data-exchange agreement with NDOL.		1

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ELIGIBLE TRAINING PROVIDER PROCESS

- Program review
 - A program's eligibility is based on an assessment of the program information stated in Section B of the Eligible Training Provider Application:
 - A program must score six (6) out of eight (8) for Federal and State Criteria

Provider Review		Possible Federal Criteria Score	Possible State Criteria Score
1	Program completion results in an industry-recognized credential, certificate, or degree.	1	
2	Provider has business partnerships relating to the program.	1	
3	Program relates to a high-demand occupation in Nebraska.	1	
4	Program relates to a high-skill occupation in Nebraska.		1
5	Program relates to a high-wage occupation in Nebraska.		1
6	Program includes an employability-skills course or component.		1
7	Credentials for instructors are standard for type of program.		1
8	Program application is complete.		1

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ELIGIBLE TRAINING PROVIDER PROCESS

Questions on the Eligible Training Provider Process?

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INFRASTRUCTURE FUNDING REQUIREMENTS UNDER WIOA

Which programs are required one-stop partners?

- Programs authorized under Title I of WIOA, including:
 - Adult, dislocated worker, and youth programs
 - Job Corps*
 - Indian and Native American (INA) programs*
 - Migrant and seasonal farmworker programs*
- Employment services authorized under the Wagner-Peyser Act (Title III of WIOA)
- Adult education and literacy activities authorized under Title II of WIOA
- Vocational Rehabilitation program (Title IV of WIOA)
- Senior Community Service Employment Program

* Some required one-stop partners may be limited, in terms of their ability to contribute, by the program's authorizing legislation

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INFRASTRUCTURE FUNDING REQUIREMENTS UNDER WIOA

Which programs are required one-stop partners (continued)?

- Career and technical education programs at the post-secondary level authorized under the Carl D. Perkins Career and Technical Education Act of 2006
- Trade Adjustment Assistance activities authorized under Chapter 2 of Title II of the Trade Act of 1974
- Jobs for Veterans State Grants programs authorized under Chapter 41 of Title 38, U.S.C. *
- Programs authorized under state Unemployment Compensation laws
- Temporary Assistance for Needy Families (TANF)

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INFRASTRUCTURE FUNDING REQUIREMENTS UNDER WIOA

What are one-stop infrastructure costs?

- Non-personnel costs necessary for the general operation of the one-stop center including:
 - Rental of the facilities
 - Utilities and maintenance
 - Equipment (including assessment-related products and assistive technology for individuals with disabilities)
 - Technology to facilitate access to the one-stop center; including technology used for the center's planning and outreach activities
 - One-stop common-identifier costs (signage, etc.)

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INFRASTRUCTURE FUNDING REQUIREMENTS UNDER WIOA

Can infrastructure costs be provided on a non-cash or third-party in-kind basis?

- Infrastructure costs can be provided on a cash, non-cash, or third party in-kind basis
 - Cash contributions made by partners to the local workforce development board to cover infrastructure expenses or cash payments made by partners to another entity (usually the one-stop Operator) to cover infrastructure costs of the one-stop center
 - Non-cash contributions made by partners of the local workforce development board
 - May include donations of goods or services, or the documented value of supporting costs of items owned by a partner program and used in/by the one-stop center
 - Example:
 - partner's proportionate share of the one-stop operating costs is \$15,000
 - partner does not have sufficient cash or other resources to fully fund its share, and wishes to donate (not for its own individual use) gently used surplus computer equipment
 - computers are valued (in accordance with the requirements of 2 CFR 200.306) at \$10,000
 - partner would be able to use the \$10,000 value as part of the resources provided to fund the shared costs
 - Third-party in-kind contributions made by individuals or entities that are not partners to the local workforce development board
 - Contributions of space, equipment, technology, non-personnel services, or other like items to support the costs associated with one-stop operations

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INFRASTRUCTURE FUNDING REQUIREMENTS UNDER WIOA

What are other shared costs?

- In addition to jointly funding infrastructure costs, **one-stop partners must use a portion of funds** made available under their program's authorizing statute (or fairly evaluated in-kind contributions) **to pay the additional costs relating to the operation of the one-stop delivery system**
 - **Must include applicable career services**
 - May include
 - Common costs that are not paid from the funds provided for infrastructure through the partner funding agreements
 - Cost of the receptionist located in the one-stop center
 - Costs associated with initial intake, assessment of needs, appraisal of basic skills, identification of appropriate services to meet such needs, referrals to other one-stop partners, and business services
- One-stop partners may jointly fund shared services, which must be allocated according to the proportion of benefit received by each of the partners

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INFRASTRUCTURE FUNDING REQUIREMENTS UNDER WIOA

How are infrastructure costs funded?

- Two mechanisms for funding infrastructure costs
 - I. Local one-stop funding mechanism
 - Local boards in consultation with CEOs negotiate with one-stop partners
 - A partner program can contribute amounts in excess of the limitations under the state one-stop funding mechanism as long as the partner's contribution is consistent with the program's authorizing legislation
 - Partner programs must adhere to the administrative and program cost limitations of their program's statutes and regulations
 - **Some required partners may be limited, in terms of their ability to contribute, by the program's authorizing legislation, examples**
 - Job Corps
 - Indian and Native American (INA) programs
 - Migrant and seasonal farmworker programs
 - Jobs for Veterans State Grants programs authorized under Chapter 41 of Title 38, U.S.C.

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INFRASTRUCTURE FUNDING REQUIREMENTS UNDER WIOA

2. State one-stop funding mechanism
 - Triggered if a local board and one-stop partners aren't able to reach consensus agreement or fail to sign an MOU containing the infrastructure funding agreement by the beginning of each program year
 - Ensures each partner contributes proportionately
 - Governor determines how much each partner contributes from the program's Federal funds provided to the state, based on proportionate use of the one-stop center by each partner; not to exceed the following caps:
 - WIOA formula programs (adult, dislocated worker, and youth programs) – 3% per program year
 - Wagner-Peyser – 3% per program year
 - Vocational Rehabilitation:
 - 0.75% of Fiscal Year 2016 funds
 - 1.0% of Fiscal Year 2017 funds
 - 1.25% of Fiscal Year 2018 funds
 - 1.5% of Fiscal Year 2019 funds and following years
 - Other one-stop partners – 1.5% per fiscal year
 - **NWDB determines the allocation formula for allotment of the contributed funds to local areas**

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INFRASTRUCTURE FUNDING REQUIREMENTS UNDER WIOA

What is the basis for the allocation formula to be developed by NWDB for the state one-stop funding mechanism?

- Number of one-stop centers in the local area
- Population served by the one-stop center in the local area
- Services provided by the one-stop center in a local area
- Other factors NWDB determines are appropriate and that are consistent with Federal cost principles

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INFRASTRUCTURE FUNDING REQUIREMENTS UNDER WIOA

What responsibilities does NWDB have under WIOA in relation to infrastructure funding?

- Assist in the development and review of:
 - Statewide policies on criteria for local boards on allocation of one-stop center infrastructure funds
 - Guidance on infrastructure funding for local area use
 - On state-administered one-stop partner programs for determining program contributions to a one-stop delivery system based on programs' proportionate use of the system
 - To assist local boards, CEOs and one-stop partners in local areas in determining equitable and stable methods of funding the costs of infrastructure of one-stop centers in local areas
- Make recommendation to the Governor on:
 - Statewide policies on criteria for local boards on allocation of one-stop center infrastructure funds
 - State one-stop funding mechanism allocation formula

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INFRASTRUCTURE FUNDING REQUIREMENTS UNDER WIOA

What is the MOU process?

- Required one-stop partners must negotiate with local area boards and make a good-faith effort to come to mutually agreeable and equitable terms and conditions
- MOUs can be established for up to 3 years and must be reevaluated and modified whenever necessary
- MOUs must include a description of the method for establishing the portion of funds and non-cash resources to be provided by one-stop partners which determined as part of the development of the MOU
- MOUs must include a process for reevaluation and modification of the terms and conditions

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INFRASTRUCTURE FUNDING REQUIREMENTS UNDER WIOA – NEXT STEPS

- By next meeting in June (date TBD)
 - Following discussions with System Alignment Committee *ad hoc* members, development and review of
 - Statewide policies on criteria for local boards on allocation of one-stop center infrastructure funds
 - Guidance on infrastructure funding for local area use
 - Guidelines on state-administered one-stop partner programs for determining program contributions to a one-stop delivery system based on programs' proportionate use of the system
 - Guidance to assist local boards, CEOs and one-stop partners in local areas in determining equitable and stable methods of funding the costs of infrastructure of one-stop centers in local areas
 - *Ad hoc* members include
 - Local area administrators
 - WIOA core partner and one-stop representatives

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INFRASTRUCTURE FUNDING REQUIREMENTS UNDER WIOA – NEXT STEPS

- At next NWDB meeting on June 17th
 - Make recommendation to NWDB on
 - Statewide policies on criteria for local boards on allocation of one-stop center infrastructure funds
 - State one-stop funding mechanism allocation formula

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INFRASTRUCTURE FUNDING REQUIREMENTS UNDER WIOA

Questions on Infrastructure Funding?

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Infrastructure Funding Overview

Which programs are required one-stop partners?

The required partners are the entities responsible for administering the following programs and activities in the local area:

- Programs authorized under Title I of WIOA, including:
 - Adult, dislocated worker, and youth programs
 - Job Corps*
 - Indian and Native American (INA) programs*
 - Migrant and seasonal farmworker programs*
- Employment services authorized under the Wagner-Peyser Act (Title III of WIOA)
- Adult education and literacy activities authorized under Title II of WIOA
- Vocational Rehabilitation Program (Title IV of WIOA)
- Senior Community Service Employment Program
- Career and technical education programs at the post-secondary level authorized under the Carl D. Perkins Career and Technical Education Act of 2006
- Trade Adjustment Assistance activities authorized under Chapter 2 of Title II of the Trade Act of 1974
- Jobs for Veterans State Grants programs authorized under Chapter 41 of Title 38, U.S.C. *
- Programs authorized under state Unemployment Compensation laws
- Temporary Assistance for Needy Families (TANF)

*** Some required partners may be limited, in terms of their ability to contribute, by the program's authorizing legislation**

What are one-stop infrastructure costs?

Non-personnel costs necessary for the general operation of the one-stop center, including:

- Rental of the facilities
- Utilities and maintenance
- Equipment (including assessment-related products and assistive technology for individuals with disabilities)
- Technology to facilitate access to the one-stop center, including technology used for the center's planning and outreach activities
- One-stop common-identifier costs (signage, etc.)

Can infrastructure costs be provided on a non-cash or third party in-kind basis?

- Infrastructure costs can be provided on a cash, non-cash, or third party in-kind basis
 - Cash contributions made by partners to the local workforce development board to cover infrastructure expenses or cash payments made by partners to another entity (usually the one-stop Operator) to cover infrastructure costs of the one-stop center
 - Non-cash contributions made by partners of the local workforce development board
 - May include donations of goods or services, or the documented value of supporting costs of items owned by a partner program and used in/by the one-stop center
 - Example:
 - partner's proportionate share of the one-stop operating costs is \$15,000
 - partner does not have sufficient cash or other resources to fully fund its share, and wishes to donate (not for its own individual use) gently used surplus computer equipment
 - computers are valued (in accordance with the requirements of 2 CFR 200.306) at \$10,000
 - partner would be able to use the \$10,000 value as part of the resources provided to fund the shared costs
 - Third-party in-kind contributions made by individuals or entities that are not partners to the local workforce development board
 - Contributions of space, equipment, technology, non-personnel services, or other like items to support the costs associated with one-stop operations

What are other shared costs?

- In addition to jointly funding infrastructure costs, one-stop partners must use a portion of funds made available under their program's authorizing statute (or fairly evaluated in-kind contributions) to pay the additional costs relating to the operation of the one-stop delivery system
 - Must include applicable career services
 - May include
 - Common costs that are not paid from the funds provided for infrastructure through the partner funding agreements
 - Cost of the receptionist located in the one-stop center
 - Costs associated with initial intake, assessment of needs, appraisal of basic skills, identification of appropriate services to meet such needs, referrals to other one-stop partners, and business services
- One-stop partners may jointly fund shared services, which must be allocated according to the proportion of benefit received by each of the partners

How are infrastructure costs funded?

Two methods for funding:

1. Local one-stop funding mechanism
 - a. Local boards in consultation with CEOs negotiate with one-stop partners
 - b. A partner program can contribute amounts in excess of the limitations under the state one-stop funding mechanism (see below) as long as the partner's contribution is consistent with the program's authorizing legislation
 - c. Partner programs just adhere to the administrative and program cost limitations of their program's statutes and regulations
 - d. **Some required partners may be limited, in terms of their ability to contribute, by the program's authorizing legislation, examples**
 - i. Job Corps
 - ii. Indian and Native American (INA) programs
 - iii. Migrant and seasonal farmworker programs
 - iv. Jobs for Veterans State Grants programs authorized under Chapter 41 of Title 38, U.S.C.
2. State one-stop funding mechanism
 - a. Triggered if the local board/one-stop partners aren't able to reach consensus agreement *or* fail to sign an MOU containing the infrastructure funding agreement by the beginning of each program year
 - b. Ensures each partner contributes proportionately
 - c. Governor determines how much each partner contributes from the Federal funds provided to the state, based on proportionate use of the one-stop center by each partner, not to exceed the following caps:
 - i. WIOA formula programs (adult, dislocated worker, and youth programs) – 3% per program year
 - ii. Wagner-Peyser – 3% per program year
 - iii. Vocational Rehabilitation:
 1. 0.75% of Fiscal Year 2016 funds
 2. 1.0% of Fiscal Year 2017 funds
 3. 1.25% of Fiscal Year 2018 funds
 4. 1.5% of Fiscal Year 2019 funds and following years
 - iv. Other one-stop partners – 1.5% per fiscal year
 - d. State board determines how the contributed funds are allocated to local areas

What is the basis for the allocation formula to be developed by the state board?

- Number of one-stop centers in the local area
- Population served by the one-stop center in the local area
- Services provided by the one-stop center in a local area
- Other factors the state board determines are appropriate and that area consistent with Federal cost principles

What responsibilities does the state board have under WIOA in relation to infrastructure funding?

- Assist in the development and review of
 - statewide policies on criteria for local boards on allocation of one-stop center infrastructure funds
 - guidance on infrastructure funding for local area use
 - guidelines on state-administered one-stop partner programs for determining program contributions to a one-stop delivery system based on programs' proportionate use of the system
 - guidance to assist local boards, CEOs, and one-stop partners in local areas in determining equitable and stable methods of funding the costs of infrastructure of one-stop centers in local areas
- Make recommendation to the Governor on
 - statewide policies on criteria for local boards on allocation of one-stop center infrastructure funds
 - state one-stop funding mechanism allocation formula

What is the MOU process?

- Required one-stop partners must negotiate with local area boards and make a good-faith effort to come to mutually agreeable and equitable terms and conditions
- MOUs can be established for up to 3 years and must be reevaluated and modified whenever necessary
- MOUs must include a description of the method for establishing the portion of funds and non-cash resources to be provided by one-stop partners which determined as part of the development of the MOU
- MOUs must include a process for reevaluation and modification of the terms and conditions

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System Alignment Subcommittee

Meeting Summary, April 5, 2016

Attendees	
Becky Stitt, Chair	John Albin
Jason Feldhaus	Carol Swigart
Lisa Wilson	Joan Modrell
Stan Odenthal	Deb Andersen
Peng Li	

Agenda Item	Discussion and/or Action Items
Review of meeting summary for February 12, 2016 committee meeting	Committee members reviewed the meeting summary, which was provided as a handout. Becky asked for a motion to approve the summary. Carol so moved and John seconded the motion. The motion to approve the summary passed unanimously.
Local Area Q2 Performance Reports	Becky presented an overview of the performance reports, which were provided as a handout. <ul style="list-style-type: none"> Statewide – all measures met or exceed negotiated levels for Q2 Greater Lincoln – all measures met or exceeded negotiated levels, except attainment of degree/certificate for youth, for Q2 Greater Nebraska – all measures met or exceeded negotiated levels for Q2 Greater Omaha – all measures met or exceeded negotiated levels for Q2
Eligible Training Provider Process	Deb presented an overview of the Eligible Training Provider Process and the outcome of the review of submitted applications. The Eligible Training Provider List was provided as a handout. <ul style="list-style-type: none"> 23 providers determined to be eligible and 1 provider ineligible 483 programs determined to be eligible, 36 programs not approved, and 3 programs ineligible
Workforce System Planning Process	Jason provided an overview of the ongoing Workforce System Planning Process.

Infrastructure Funding	<p>Deb presented an overview of the infrastructure funding requirements under WIOA, which was provided as a handout. Committee members discussed next steps relating to infrastructure funding.</p> <ul style="list-style-type: none"> ▪ By next meeting in June (date TBD) <ul style="list-style-type: none"> ○ Following discussions with System Alignment Committee <i>ad hoc</i> members, development and review of <ul style="list-style-type: none"> ▪ Statewide policies on criteria for local boards on allocation of one-stop center infrastructure funds ▪ Guidance on infrastructure funding for local area use <ul style="list-style-type: none"> • Guidelines on state-administered one-stop partner programs for determining program contributions to a one-stop delivery system based on programs' proportionate use of the system • Guidance to assist local boards, CEOs and one-stop partners in local areas in determining equitable and stable methods of funding the costs of infrastructure of one-stop centers in local areas ○ <i>Ad hoc</i> members include <ul style="list-style-type: none"> ▪ Local area administrators ▪ WIOA core partner and one-stop representatives ▪ At next NWDB meeting on June 17th <ul style="list-style-type: none"> ○ Make recommendation to NWDB on <ul style="list-style-type: none"> ▪ Statewide policies on criteria for local boards on allocation of one-stop center infrastructure funds ▪ State one-stop funding mechanism allocation formula <p>Committee members asked for a list of <i>ad hoc</i> committee members for planning purposes in relation to the development and review of statewide policies relating to infrastructure funding. Deb will provide the list. A meeting with <i>ad hoc</i> committee members will be scheduled in the near future.</p>
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Report-outs for NWDB	Becky asked for volunteers to present to NWDB on the Eligible Training Provider Process, Workforce System Planning Process, and Infrastructure Funding. Carol volunteered to present on Eligible Training Provider Process and Infrastructure Funding. Jason volunteered to present on the Workforce System Planning Process. Deb volunteered to prepare the presentation for Carol's and Jason's use during the NWDB meeting.
Upcoming Meetings	Becky reminded the committee members of the upcoming NWDB meeting on April 8, 2016. Deb will send out a Doodle to schedule the June 2016 meeting.

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- MOUs must include a process for reevaluation and modification of the terms and conditions

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Upcoming Meetings

Nebraska Workforce Development Board

- June 17, 2016 – Governor’s Residence, 1425 H Street, Lincoln, Nebraska
- October 21, 2016 – Technology Park, 2021 Transformation Drive, Lincoln, Nebraska

Strategic Direction Subcommittee

- Scheduled
 - May 18, 2016
- Proposed
 - July 2016
 - September 2016
 - November 2016
 - January 2017

System Alignment Subcommittee

- Proposed
 - June 2016
 - August 2016
 - October 2016
 - December 2016
 - February 2017

